



JENNIFER M. GRANHOLM
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING



JEREMY M. HUGHES, Ph.D.
INTERIM SUPERINTENDENT
OF PUBLIC INSTRUCTION

April 1, 2005

MEMORANDUM

TO: State Board of Education

FROM: Kathleen N. Straus, President

SUBJECT: Approval of Agreement Between State Board of Education
and Jeremy M. Hughes, Ph.D.

At its March 8, 2005, meeting, the State Board of Education named Jeremy M. Hughes Acting Superintendent until March 9, 2005, at which time he assumed the title of Interim Superintendent of Public Instruction until a new Superintendent is named and assumes the position.

The attached agreement negotiated with Dr. Hughes sets forth the terms and conditions of the appointment and employment of Dr. Hughes.

It is recommended that the State Board of Education approve the agreement attached to the memorandum dated April 1, 2005, from Kathleen N. Straus, between the Michigan State Board of Education and Jeremy M. Hughes, Ph.D.

STATE BOARD OF EDUCATION

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Agreement Between
State Board of Education
And
Jeremy M. Hughes, Ph.D.
Interim Superintendent of Public Instruction

THIS AGREEMENT is made and entered into by and between the Michigan State Board of Education and Jeremy M. Hughes, Ph.D

WHEREAS, on February 8, 2005, the State Board of Education appointed Jeremy M. Hughes, Ph.D. as Interim Superintendent of Public Instruction effective March 10, 2005, until a new Superintendent of Public Instruction is named and assumes the position; and

WHEREAS, the State Board of Education and Jeremy M. Hughes, Ph.D. desire to set forth the terms and conditions of his appointment and employment as Interim Superintendent of Public Instruction;

THEREFORE, IT IS AGREED:

1. That Jeremy M. Hughes, Ph.D. shall receive an annual salary of \$135,000 (one hundred, thirty five thousand dollars), retroactive to February 8, 2005.

2. That Jeremy M. Hughes, Ph.D. is authorized to appoint a person as Acting Chief Academic Officer for the duration of his tenure as Interim Superintendent of Public Instruction

3. That Jeremy M. Hughes, Ph.D. shall be able to continue the same insurance benefits and deferred compensation plans available to state classified employees and be subject to any changes in them as may be determined by the Civil Service Commission

4. That Jeremy M. Hughes, Ph.D. will continue in the Defined Contribution Plan of the State of Michigan Retirement System

5. That Jeremy M. Hughes, Ph.D. shall be granted the same holidays as state classified employees.

6. That Jeremy M. Hughes, Ph.D. will continue to take the Civil Service Benefits Agreement option.

7. That Jeremy M. Hughes, Ph.D. is entitled to legal representation as provided to all state employees under Civil Service Rule 2-19.

8. That Jeremy M. Hughes, Ph.D. shall be provided a state vehicle as provided the State Superintendent of Public Instruction in the past.

9. That the State Board of Education is pleased with Jeremy M. Hughes' outstanding service as Chief Academic Officer/Deputy Superintendent, and to assure consistency of service, knowledge, and responsibilities during the time of transition and on-going implementation of federal and state statutes, it is the desire of the State Board of Education to return Jeremy M. Hughes, Ph.D. to the position of Chief Academic Officer when the new Superintendent of Public Instruction assumes the position.

Jeremy M. Hughes
Interim Superintendent

Kathleen N. Straus
President

Date

Carolyn L. Curtin
Secretary